employer can demonstrate that such controls are not feasible.

(f)(1)(ii) Except as specified in paragraphs (f)(1)(iii) and (iv) of this section, in industries where a separate engineering control air limit (SECAL) has been specified for particular processes (See Table 1), the employer shall implement engineering and work practice controls to reduce and maintain employee exposure at or below the SECAL, except to the extent that the employer can demonstrate that such controls are not feasible.

TABLE 1. - Separate Engineering Control Airborne Limits (SECALs) For Processes In Selected Industries

Industry	Process	SECAL ($\mu g/m^3$)
Nickel Cadmium Battery ……	Plate making, plate preparation..……	50
	All other processes.....……	15
Zinc/Cadmium Refining *……	Cadmium refining, casting, melting, oxide production, sinter plant...	50
Pigment Manufacture……...	Calcine, crushing, milling, blending……	50
	All other processes.....……	15
Stabilizers *……..	Cadmium oxide charging, crushing, drying, blending.....…….	50
Lead Smelting * ……..	Sinter plant, blast furnace, baghouse, yard area …….	50
Plating * ……..	Mechanical plating.....……...	15

Footnote(*) Processes in these industries that are not specified in this table must achieve the PEL using engineering controls and work practices as required in f(1)(i)

(f)(1)(iii) The requirement to implement engineering and work practice controls to achieve the PEL or, where applicable, the SECAL does not apply where the employer demonstrates the following:

(f)(1)(iii)(A) the employee is only intermittently exposed; and

(f)(1)(iii)(B) the employee is not exposed above the PEL on 30 or more days per year (12 consecutive months).

(f)(1)(iv) Wherever engineering and work practice controls are required and are not sufficient to reduce employee exposure to or below the PEL or, where applicable, the SECAL, the employer nonetheless shall implement such controls to reduce exposures to the lowest levels achievable. The employer shall supplement such controls with respiratory protection that complies with the requirements of paragraph (g) of this section and the PEL.

(f)(1)(v) The employer shall not use employee rotation as a method of compliance.

(f)(2) "Compliance program."

(f)(2)(i) Where the PEL is exceeded, the employer shall establish and implement a written compliance program to reduce employee exposure to or below the PEL by means of engineering and work practice controls, as required by paragraph (f)(1) of this section. To the extent that engineering and work practice controls cannot reduce exposures to or below the PEL, the employer shall include in the written compliance program the use of appropriate respiratory protection to achieve compliance with the PEL.

(f)(2)(ii) Written compliance programs shall include at least the following:

(f)(2)(ii)(A) A description of each operation in which cadmium is emitted; e.g., machinery used, material processed, controls in place, crew size, employee job responsibilities, operating procedures, and maintenance practices;

(f)(2)(ii)(B) A description of the specific means that will be employed to achieve compliance, including engineering plans and studies used to determine methods selected for controlling exposure to cadmium, as well as, where necessary, the use of appropriate respiratory protection to achieve the PEL;

(f)(2)(ii)(C) A report of the technology considered in meeting the PEL;

(f)(2)(ii)(D) Air monitoring data that document the sources of cadmium emissions;

(f)(2)(ii)(E) A detailed schedule for implementation of the program, including documentation such as copies of purchase orders for equipment, construction contracts, etc.;

(f)(2)(ii)(F) A work practice program that includes items required under paragraphs (h), (i), and (j) of this section;